

**Canyon, Pinehurst, & Sunnyside Elementary Schools
Differential Pay Plan
2013 - 2014**

Winter IRI Test	Share	Spring IRI Test	Share
K-3		K-3	
50% at or above the 40th percentile	.5	70% at or above the 40th percentile	.5
45% at or above the 40th percentile	.4	65% at or above the 40th percentile	.4
40% at or above the 40th percentile	.3	60% at or above the 40th percentile	.3
35% at or above the 40th percentile	.2	55% at or above the 40th percentile	.2
30% at or above the 40th percentile	.1	50% at or above the 40th percentile	.1

Winter MCAP Test	Share	Spring MCAP Test	Share
4 - 5		4 - 5	
50% at or above the 40th percentile	.5	70% at or above the 40th percentile	.5
45% at or above the 40th percentile	.4	65% at or above the 40th percentile	.4
40% at or above the 40th percentile	.3	60% at or above the 40th percentile	.3
35% at or above the 40th percentile	.2	55% at or above the 40th percentile	.2
30% at or above the 40th percentile	.1	50% at or above the 40th percentile	.1

All classified staff associated with this school will receive differentiated pay at the rate of ½ of the share ratio allotted to certified staff members.



Kellogg Middle School

Differentiated Pay Plan 2013-2014 School Year

The Kellogg Middle School Differentiated Pay Plan is based on a model centered around staff Professional Growth Plans and attendance at collaborative grade level team meetings along with results of the spring M-Cap and Writing assessments. The intent of the plan is to allow each staff member to work towards autonomy, mastery, and purpose. The administrative team believes we can move forward in accomplishing this through staff collaboration to meet professional development goals that will impact student achievement. Grade level teams from Kellogg Middle School will design activities targeted towards the achievement of Professional Learning Goals. Once a staff member shows mastery in the activity, he or she will earn the bonus. Concentrating on the successful completion of the Professional Growth Plan, including personalized learning goal(s) and activities, along with spring results on the M-Cap and Writing Assessments will provide the best opportunity to impact student achievement in a manner supported by research.

The amount to be distributed to each staff member would be calculated by dividing the funds available into equal shares. All certified staff who have successfully completed their plan will receive one full share. All classified staff who support students in the classroom along with secretaries will receive .5 shares. All required district and individual taxes/benefits will be subtracted from each share.

Certified Growth Plan

Teams of district staff will develop a plan for professional growth that will benefit not only students, but each of the staff members as well. The following time line is developed so that a completed district Differential Pay Plan can be submitted to the SDE by the October 1, 2013 deadline.

Following are the components of the Plan:

1. Join a Grade Level Team -- Teams will be formed by August 30, 2013. Each staff member will participate in a grade level team. In the event that there are special circumstances where someone has a convincing reason to work as an individual, s/he may apply to the building administrator for a waiver of the group expectation. If approved, the individual will follow the same process as a team.
2. Each staff member must attend 90% of their Grade Level Team meetings in order to be eligible for their share.
3. The teams will review student data and identify areas for improvement based on their data.
4. Teams will then identify an instructional strategy they feel is likely to improve student achievement. Some examples may include: increasing student engagement, adding writing across the curriculum, providing timely and specific feedback to students, strengthening the student/staff member relationship, or another research-based, high yield strategy likely to improve student achievement.

5. Teams will identify a professional learning practice that is likely to improve the delivery of the instructional strategy which they wish to work on for the 2013--2014 school year. Possible activities could include: scheduling 2-3 coaching sessions with a mentor or principal, designing and participating in a book study relevant to the focus area, recording three lessons of their instruction and reviewing and writing a reflection targeted on growth in the focus area, participating in a series of instructional rounds, completing a course or workshop related to the goal area, or other relevant tasks.
6. Staff members will write their Professional Goals to include one goal based on the instructional strategy chosen by the team. Two other goals will be centered around the "9 Characteristics of Highly Performing Schools". All goals are due to the building principal by September 25th, 2013.
7. Each staff member will provide a brief written summary to their building administrator outlining their progress by November 15th, 2013 and February 24th, 2014. A brief presentation by each Grade Level Team on their findings of the team goal will be done in April or May of 2014. Successful completion of the Professional Growth Plan will result in a payment in the June, 2014 payment.
8. The Table explaining the shares associated with Spring Writing Assessment and M-Cap results is:

Spring M-Cap Results	Share	Spring Writing Assessment	Share
70% at 40th Percentile	.25	70% score of 3 or higher	.25
65% at 40th percentile	.2	65% score of 3 or higher	.2
60% at 40th percentile	.15	60% score of 3 or higher	.15
55% at 40th percentile	.1	55% score of 3 or higher	.1

9. Each individual is responsible for the successful completion of his/her activities on the team. In the event that one person does not participate in 90% of Grade Level Team meetings or complete their selected tasks, they would not receive any money. However, their performance would not impact the other members of the team from receiving the Differentiated pay.

Classified Staff That Support Students in Classrooms/Secretaries

Teams of district staff will develop a plan for professional growth that will benefit not only students, but each of the staff members as well. The following timeline is developed so that a completed district Differential Pay Plan can be submitted to the SDE by the October 1, 2013 deadline.

Following are the components of the Plan:

1. Join a Grade Level Team -- Teams will be formed by August 30, 2013. Each staff member will participate in a grade level team. In the event there are special circumstances where someone has a convincing reason to work as an individual, s/he

may apply to the building administrator for a waiver of the group expectation. If approved, the individual will follow the same process as a team.

2. Staff will identify a strategy that would support students' success or improve school culture they feel is likely to improve student achievement. Some examples may include: providing encouragement to students as they enter the bus, promoting student reading or vocabulary instruction, or improving school culture.
3. Staff will identify a way to learn about the selected strategy they wish to work on for the 2013--2014 school year. Possible activities could include: work with principal to learn about programs that would support the school, participate in a book study relevant to their focus area, or other relevant tasks.
4. Staff will write individual plans to include a Team Goal and submit them to their building administrator or department leader by September 25, 2013.
5. Each team member will provide a written summary to their building administrator or department leader outlining their progress by November 15, 2013 and February 24, 2014. Final progress reports will be given during a brief presentation at a building staff meeting. These presentations are expected to occur in April or May of 2014. Successful completion of the Professional Growth Plan will result in a payment in the June, 2014 paycheck.
6. Each individual is responsible for the successful completion of his/her activities on the team. In the event one person does not participate in 90% of Grade Level Team meetings or complete their selected tasks, they would not receive any money. However, their performance would not impact the other members of the team from receiving the Differentiated pay.

Kellogg High School Differentiated Plan 2013 - 2014

Graduation Rate	Share	Co/Extra Curricular Participation	Share	Spring Writing Assessment	Share
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88% Graduation Rate	.5	55% Participation	.25	70% score of 3 or higher	.25
86% Graduation Rate	.4	50% Participation	.20	65% score of 3 or higher	.20
84% Graduation Rate	.3	45% Participation	.15	60% score of 3 or higher	.15
82% Graduation Rate	.2	40% Participation	.1	55% score of 3 or higher	.1
80% Graduation Rate	.1				

- Graduation Rate is released by the State Department of Education in February.
- Co/Extra Curricular Participation will be calculated in May 2014, so all activities are included.
- The Spring Writing Assessment will be the 3rd benchmark assessment provided to the students.

All classified staff will earn $\frac{1}{2}$ a share in proportion to the length of their work day.